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EMCC

European Mentoring &
Coaching Council



19th Annual Mentoring and Coaching Conference

15-17 November 2012 – Bilbao, Spain



with unionlearn



Public Sector Mentoring Scheme

Exploring the development and delivery
of mentoring programmes through a
multi-stakeholder perspective

**Dr Julie Haddock Millar, Chris Rigby and Professor
David Clutterbuck**

www.emccconference.org



Aim of the Session

- ☐ Provide an overview of the Scheme
- ☐ Enhance your understanding around how to create, implement and review a project throughout the lifecycle
- ☐ Discuss your own initiatives: transferability, facilitators and inhibitors
- ☐ Identify collaborative opportunities

The Project Team

❑ **Middlesex University**

Dr Julie Haddock-Millar, Chris Rigby, Dr Mary Hartog

❑ **First Division Association**

Neil Rider, Chris Park, Sacha Dutta

❑ **Project Consultant**

Professor David Clutterbuck



Public Sector Mentoring Scheme Overview

- ❑ **Original concept:** Deliver mentee and mentor training to a group of 25 students and 25 recent graduate entrant senior managers from across the Civil Service, Local Government and NHS.
- ❑ Match and nurture successful mentoring pairings focusing on the development and employment skills of those students.
- ❑ Second strand: developmental assessment centres.



Public Sector Mentoring Scheme Overview

- ❑ Launched September 2011
- ❑ Participant training and matching November 2011
- ❑ Interim evaluation February 2012
- ❑ Closed September 2012
- ❑ Summative evaluation November 2012

Public Sector Mentoring Scheme

Let's hear from the participants ...

LINK



Public Sector Mentoring Scheme Stakeholder Management

- ❑ Middlesex University's expectations and working practices
- ❑ First Division Association's expectations and working practices
- ❑ Mentor's expectations and working methods
- ❑ Mentee's expectations and working methods
- ❑ Wider stakeholders



Public Sector Mentoring Scheme The Role of the Consultant

- ☐ Guidance and advice
- ☐ Review documentation
- ☐ Highlight best practice
- ☐ Provide theoretical frameworks
- ☐ Build collaborative opportunities
- ☐ Keynote addresses



Public Sector Mentoring Scheme

Key Learning Points

- ☐ The importance of training the participants together
- ☐ Involving participants in the matching process and preferences
- ☐ Maintaining close communication and establishing the 'Green' light
- ☐ Developing an evaluation strategy at the outset and sharing it!
- ☐ Involving participants in the research and dissemination
- ☐ Resource support

Public Sector Mentoring Scheme

Where are we now?

❑ January/February 2013 Accreditation through the ISMPE

❑ TRANSFERABILITY AND SCALABILITY

➤ Leading and managing a range of mentoring schemes:

- Public Sector Developmental Mentoring Scheme: funded by a Higher Education Academy Learning and Development Grant £58,780
- London Borough of Barnet Graduate Employability Support Programme for NEET Graduates: funded by a successful tender of £35,000
- Public Sector Science Developmental Mentoring Scheme: funded by a Teaching and Learning Development Grant £20,000
- Professional Mentoring Scheme - India



Public Sector Mentoring Scheme Over to you!

- ☐ Transferability of the scheme outlined to your institutions/clients
- ☐ How to move from a pilot project to a fully embedded programme
- ☐ What are the practical aspects of developing mentoring programmes
- ☐ What are the key levers when obtaining funding

Public Sector Mentoring Scheme

PLENARY

EMERGING THEMES/OBSERVATIONS



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